

Connecting Career Development and Mental Health for Youth in Schools



# Module 2 (Fundamentals) Section 2.2

## The Changing World of Work

SFU

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# Review

1. Everybody's time line is unique.
2. There are multiple, complex factors that came together to result in your career time line.
3. Whether you know it or not, **you are a career influencer**. You may as well be intentional about it!
4. The Shift Happens video describes a world in fundamental and transformative change.

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# Section 2.2 Overview

- Comments on the Shift Happens Reflection Exercise
- The Changing World of Work
- Four Change-related concepts for teachers

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# Reflections on Change

## Challenges

- Adapting to Change
  - Technology
  - Professional/role currency
- Maintaining/improving Performance
  - Teaching in chaotic times
  - Juggling roles
- Creating Change
  - Being an agent of change for social justice

## Emotions

- Frustration
- Fear
- Anxiety
- Panic
- Curious
- Inspired
- Empowered

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# What Are the Challenges Facing Youth?

What do you think are the biggest career challenges facing your clients or the people you work with?



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# How Do Young People Feel About These Challenges?

Earlier, you identified challenges that your clients face. What feelings or emotions do you see (or sense) in your clients as they face their challenges?



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# Changes in the World of Work



# When you were a child, did you imagine being a ...

IOS or Android developer?

Zumba instructor?

Social media intern?

Data scientist?

UI/UX designer?

Big data architect?

Beach body coach?

Cloud services specialist?

Digital marketing specialist?

Linked-in Top 10  
2013

None of which had  
been invented in 2000





# LinkedIn Top 10 (2020)

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1. Software Developer

2. Sales Representative

2019: Scrum Master

3. Project Manager

4. IT Administrator

5. Customer Service Specialist

6. Digital Marketer

7. IT Support/Help Desk

8. Data Analyst

9. Financial Analyst

10. Graphic Designer

# Emerging Fields

2007

2019

- **Soft Robotics Engineer:** Programmable 3-D materials inspired by transformational capabilities of cephalopods
- **App Developer:** Apple's i-Phone, first "smart" phone, invented in 2007. Today, > 50% of the world's population owns a smartphone
- **Uber Driver:** Founded in 2009, set record as world's most valuable startup, valued at **\$62 Billion**

2007

# Emerging Fields

2019

- **Social Media Manager:** Facebook went from 0 to **1.5 billion** users; add Twitter, Instagram, etc., and any organization that does not seem to manage its social media is seriously out of touch. Russian meddling campaign anyone?
- **Cloud Computing Specialist:** From nothing in 2005 to >50% of American firms **relying** on cloud services. Related titles: Cloud manager, cloud engineer, cloud strategist

**2007**

# Emerging Fields

**2019**

**Big Data Analyst/Data Scientist:** Super computing, visual data representation, trend analytics.

- 90% of world's data created in the last 2 years.
- Google processes 40,000 search queries **every second**

**You-Tube Content Creator:** Domain activated in 2005

- 100 hours of video uploaded **every minute**
- 2020: 9-year old You-Tube “star” Ryan Kanji earned **\$29.5 million** and 6-year old Anastasia Radzinskaya earned **\$18.5 million**

- **65%** of children entering school today will end up working in occupations **that do not yet exist**
- “the major drivers of transformation currently affecting global industries are expected to have a significant impact on jobs, ranging from significant job creation to **job displacement**, and from heightened labour productivity to **widening skills gaps**” (p. 1)

Human Capital Outlook, World Economic Forum, Association of Southeast Asian Nations, 2016, p.1

# Shift Happens Prediction:



The average 18-year old finishing high school today will have **10 occupational shifts before age 38.**

Future skills demands: the need to **think critically and creatively.**

# A simple question:



What are you doing to  
prepare the  
6-year old children in  
your district for what  
awaits them in 2029?

# Problem:

We often assume that the work place is relatively static. Then, we think it helpful to encourage young people to project themselves into a future role and to start preparing for that role.

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# Reality:

The work place is dynamic – it is in constant motion and change.

Many of the roles available today were not even invented 10 years ago.

We can be most helpful to young people by helping them to connect to their world today, teach them the skills of adaptability, and foster their confidence and hope.

Good teachers do these things every day.

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# A Summary of Workplace Changes: #1: The Content of Work is Changing

- The impact of technology and automation
- New roles emerging and old roles are vanishing
- Work content within roles is changing (think of a mechanic)
- With increased gender and cultural diversity, traditional occupational roles are being transformed (think of the law profession)

**Implication: Career thinking based on prediction and matching strategies will be less and less relevant.**

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# A Summary of Workplace Changes: #2: The Accelerating Rate of Change

- Pre-1900, human knowledge doubled every century
- By 1945, human knowledge doubled every 25 years
- Post 2020: human knowledge doubles every 12 hours
- The “half-life” of an engineering degree: 2.5 years

**Implication: Career helping will need to take a developmental approach, not a point-in-time decision approach.**

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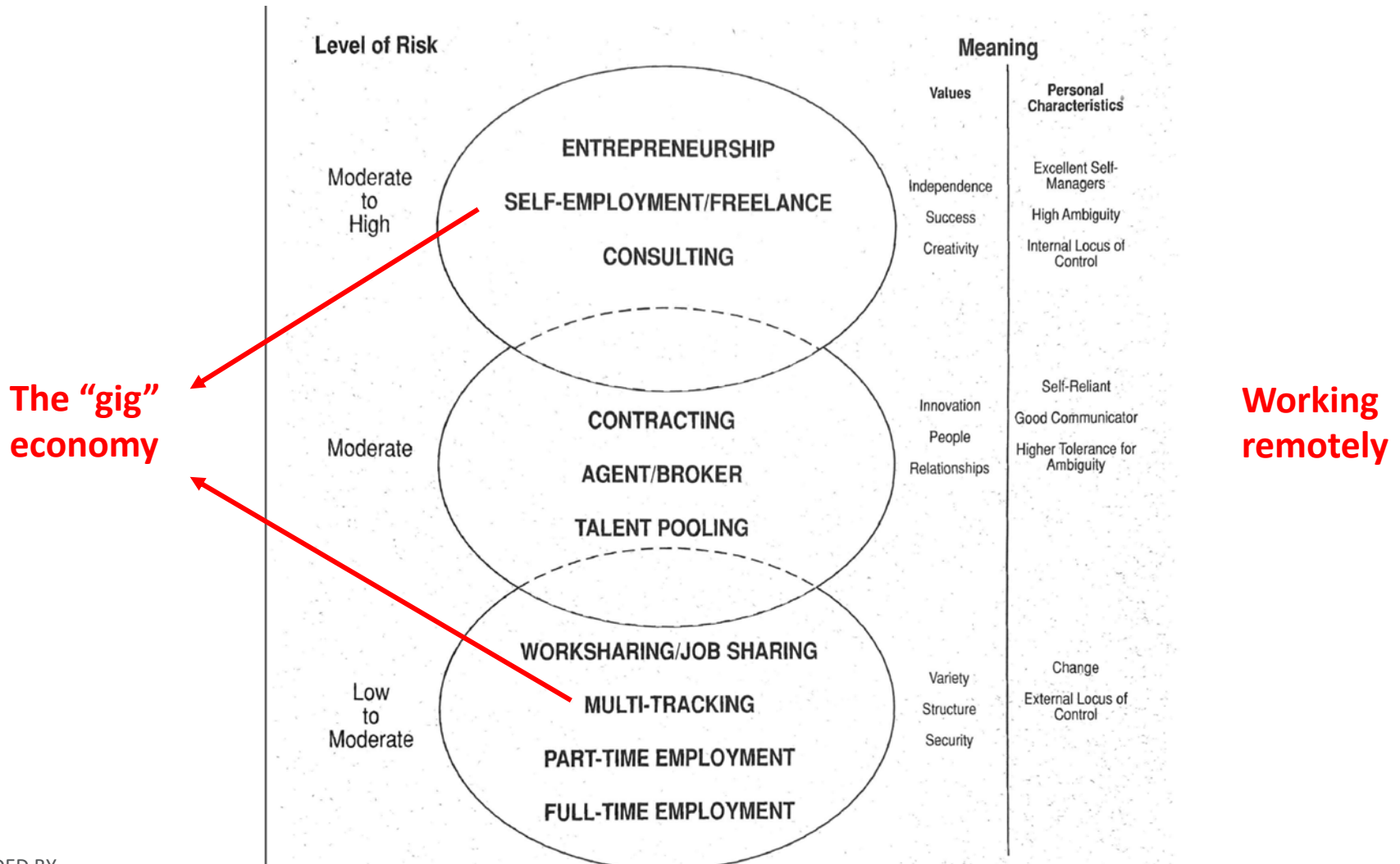


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# A Summary of Workplace Changes: #3: The Form of Work is Changing



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# Four Change- Related Career Concepts For Teachers

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# Change Concept #1: Personal Agency

- “The ability to initiate and direct actions towards the achievement of defined goals.” (Zimmerman and Cleary, 2006)
- Related concept: Self-efficacy
  - The belief in one’s ability to exert control or influence
    - See Albert Bandura (1977, 1986)
- Core belief: There is always something I can do about my situation.

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# Change Concept #2: Passion

- One of the most powerful – and dangerous when misused – concepts in modern career planning
- Best thought of as “that which motivates us”, or perhaps, “what we hold to be meaningful” or “what do we care about?”
- The most effective career helping strategies help people find or articulate what they care about
- Ineffective career helping stops there; there needs to be focused action on what the person cares about

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# Change Concept #3: Global Competencies

Council of Ministers of Education Canada:

“Overarching sets of attitudes, skills, and knowledge that can be interdependent, interdisciplinary, and leveraged in a variety of situations both locally and globally.”

- critical thinking and problem solving
- innovation, creativity, and entrepreneurship
- learning to learn/self-awareness and self-direction
- collaboration
- communication
- global citizenship and sustainability

([https://www.cmec.ca/682/global\\_competencies.html](https://www.cmec.ca/682/global_competencies.html))

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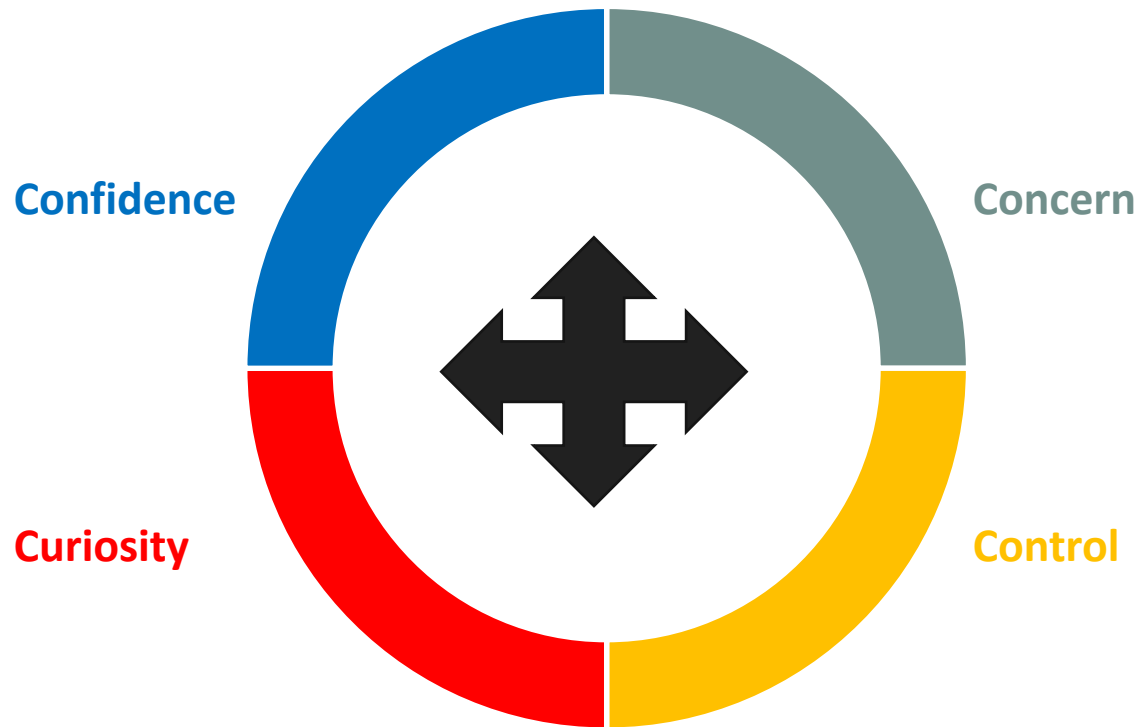
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# Change Concept #4: Adaptability

**Mark Savickas (1997):**

- The resources individuals have that enable them to cope with tasks, transitions and trauma



■ Concern ■ Control ■ Curiosity ■ Confidence

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# Conclusion:

Every time you encourage personal agency and develop self-efficacy in your students; every time you see that spark of passion in a student's eye and validate what they care about; every time you foster one of the 6 global competencies; every time you do any of these things, you are engaging in powerful and effective career development, and fostering mental health.

In the next section, we will develop a common language for thinking and talking about career development.

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**This concludes Section 2.2**

**Section 2.3 address conceptions  
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